

ANNUAL
REPORT 1993
Missouri
Job Training
Partnership

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Job Training Partnership Act (JTPA)

*The expressed purpose
of the Job Training
Partnership Act (JTPA)
of 1982 is to "Establish
programs to prepare
youth and unskilled
adults for entry into the
labor force and to afford
job training to those
economically
disadvantaged
individuals facing serious
barriers to employment
who are in special need of
such training to obtain
productive employment."*



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ANNUAL REPORT TO THE GOVERNOR

PROGRAM YEAR 1993

MISSOURI TRAINING AND EMPLOYMENT COUNCIL

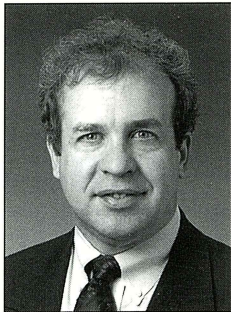
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Abbreviations

JTPA	Job Training Partnership Act
MTEC	Missouri Training and Employment Council
OJT	On-the-Job Training
PIC	Private Industry Council
PY	Program Year
SDA	Service Delivery Area

Letter to the Governor from MTEC Chair



The Honorable Mel Carnahan
Governor, State of Missouri
Executive Office
State Capitol
Jefferson City, Missouri 65101

Dear Governor Carnahan:

The Missouri Training and Employment Council (MTEC) is pleased to present this report to you on the performance of Job Training Partnership Act (JTPA) programs in Missouri. This report is for the period July 1, 1993 through June 30, 1994. It mirrors Missouri at work because of the closely linked job training efforts of state and local agencies, Private Industry Councils (PICs), labor groups, and private industry.

This past year was occupied with the enormous efforts by all of the entities involved in employment and training to join with their neighbors to first endure and then to begin recovery efforts from the extensive flood of the Missouri and Mississippi Rivers and their tributaries. This natural disaster only added to the elimination of entire categories of jobs first begun through downsizing of companies. The Council continued to expend much of its time in the mobilization of resources and linkages to retrain laid off workers for newly created technological jobs. The Council shares your awe of the tenacious courage of the Missouri citizens to overcome obstacles and look toward the future.

Another area requiring the Council's attention in the past year was with the future of Missouri's youth and their successful transition from school to the world of work. Missourians have always been a significant part of the backbone of the nation's workforce. The Council shares your vision of their vital place in the future workforce and the need for exemplary programs to create that world class workforce.

On behalf of the Council, it is gratifying to work with you and the Missouri training and employment system. Together we can help to move Missouri along the new paths of employment and economic development.

Sincerely,

A handwritten signature in dark ink, appearing to read "Terrence R. Ward". The signature is fluid and cursive, with a large, sweeping "T" and "W".

Terrence R. Ward
Chair
Missouri Training and
Employment Council

JTPA in Missouri

NEW OPPORTUNITIES FOR WOMEN IN EMPLOYMENT

On December 12, 1991 the Nontraditional Employment for Women Act became public law amending the Job Training Partnership Act (JTPA).

The Act's purposes are:

- Encourage efforts by the federal, state, and local governments to provide a wider range of opportunities for women;
- Provide incentives to establish programs that will train, place, and retain women in nontraditional fields; and
- Facilitate coordination between the Job Training Partnership Act and the Carl D. Perkins Vocational and Applied Technology Education Act to maximize the resources available for training and placing women in nontraditional employment.

The term 'nontraditional employment' refers to occupations or fields of work where women comprise "less than 25% of the individuals employed in such occupation or field of work".

In Program Year (PY) 1992, Service Delivery Areas (SDAs) received technical assistance grants to increase awareness and placement in nontraditional training and employment opportunities for women in growth occupations in Missouri. One SDA created a proactive committee of business, education, employment and training, human services, local media, and labor representatives to address the issues of successful integration of women in the nontraditional workplace. In PY'93, the Women's Council, through a JTPA 8% contract with DESE, continued to build on the previous year's projects to provide women with basic skills training in math, communica-

tions, and reading in preparation for skills training in nontraditional occupations.

Two of these projects are the "Women's Success Center" at Crowder College and "Project Crew" at Ozark Technical School. They have both proven so successful in preparing women for nontraditional occupations that they have been funded into PY'94.

In December, 1993, Missouri received a national demonstration grant to further nontraditional employment and training for women. The grant is being implemented in the Kansas City and Springfield areas. It is based on a SDA generated awareness program to encourage community support of nontraditional employment opportunities for women.

Another important area of activity was the continued coordination and utilization of existing statewide program efforts through Carl D. Perkins Vocational and Applied Technology Education Act. Additionally, the Division continued to work with other state organizations.

For example, the Missouri Women's Council helps JTPA focus attention on women's employment and training needs, including nontraditional occupations. Through its current relationship with employers and the employment and training system, the Council is a valuable resource in the promotion of JTPA's educational efforts.

It also has encouraged innovation in the outreach and service delivery of nontraditional training and placement for women in cooperation with local employment and training systems. It is a primary partner in the successful implementation of the demonstration grant.

The Division will continue to cooperate with PICs and other state agencies to promote, develop, and strengthen local and state programs to serve the employment and training needs of women in nontraditional employment and apprenticeships and to provide new opportunities for women.



JTPA in Missouri

JTPA ALUMNI AWARD WINNERS

The fourth national JTPA alumni celebration was held in August to honor special alumni of the Missouri job training system for their achievements in PY'93. Each SDA recognized several of their successful alumni and their achievements. At the Annual Governor's job training conference, 15 special alumni, one from each SDA in Missouri, were honored. These award winners overcame adversity and are now contributing their skills to Missouri's economy and quality of life.

■ At nineteen, **Ralph Tennihill** had already been addicted to alcohol and drugs for five years, had dropped out of school and was facing a ten year prison term. He decided while in prison to get his GED. Upon his release, finding a job was a major task since he had little work history and a history of crime. Through JTPA work experience, Ralph gained work skills and is currently working for the City of Maryville as a recycling center operator.

■ Although **Jon Raymer** had an Emergency Medical Technician certificate, he could only find part time employment. Successful completion of a JTPA skill training program in Respiratory Care training led immediately to a respiratory technician position with a large local hospital. His determination has led to self-sufficiency and he plans to begin training as a paramedic.

■ Single parent **Jennifer Conway** was attempting to provide for herself and her child with few employment skills. Jennifer needed immediate income and on-the-job training seemed the answer. With JTPA's help, Jennifer successfully completed a rigorous five step interviewing and testing process and became one of 25 chosen for a major company's customer service training. Jennifer is now a full time employee with the company who sees a great future ahead for her.

■ Forced to leave an abusive family situation, single parent **Pegge Strange** had to rely on welfare and housing assistance for support of herself and son. After successfully completing a JTPA skill training program in secretarial science, she quickly found employment as a secretary in a county juvenile office. Her determination has created a brighter future for herself and son.

■ **Michelle Orenduff** had her GED and some graphic arts training, but she was also the sole support of her chronically ill son. She soon realized public assistance was not enough. She successfully completed a JTPA limited internship and is currently working full time for a printing company and left welfare.

■ At 18, **Craig Jolley** was unemployed, had a 10th grade education and had been on his own for two years. With the help of JTPA, he received his GED and was then helped to develop an on-the-job training position. Craig now works full-time as an electronic technician assistant whose responsibilities include analyzing circuit board operations and troubleshooting. Craig looks forward to a bright future.

■ **Regina Richardson**, high school dropout and single parent of two, had a dream to be a cosmetologist. With JTPA help, she enrolled in adult basic education and a cosmetology course. She also enrolled in an airbrush training course, with FUTURES helping with transportation costs. Upon completion of her courses she passed the state boards and is currently employed as a cosmetologist and nail technician. Regina's determination has brought her a long way, and she's still going strong.

■ **Kristina Kerr** is a single parent with three children. She had a sporadic work history and few employment related skills but she displayed an aptitude for construction. She successfully completed the JTPA college level program in construction technology and is now working full time for a local construction company. Kris is proud to be self supporting and thrilled to provide for her children.

■ Single parent **Jamie Theberge** was barely supporting herself and five children as a certified nurses aide and knew she needed additional training to earn a better salary. She enrolled in JTPA skill training in Licensed Practical Nursing. After successfully completing the course she also passed her state board examinations. She is currently employed at a local medical facility. Jamie plans to become a registered nurse someday and no one doubts her.




■ When **Chris Bates** and his wife Arlene first came to JTPA they were unemployed and receiving public assistance. They had recently lost their daughter after a long illness and were emotionally and financially drained. Their other child was still an infant. After assessment and career exploration, Chris successfully completed JTPA skill training in truck driving and immediately found employment. Chris is now supporting his family without public assistance.

■ Although **Kevin Francis** had graduated from high school, he quickly learned his earnings could not support his family. His success in a JTPA skill training course in electronics engineering technology not only brought him academic achievements (10 out of 11 possible A's) but also an associates degree. Upon graduation, he worked as a computer technician for a large local company but recently started his own business and the future looks very bright.

■ College life was not for **Brad Dixon**, so he returned home and tried a variety of jobs. He worked with a temporary agency but was disappointed with the low pay and short-term nature of the jobs. After assessment, he was hired and completed JTPA on-the-job skill training in warehouse and light delivery. He is now working full time but hopes to own his own business someday.

■ **Sarah Brown**, a dropout at age 17, discovered the jobs she could get led nowhere. With the help of JTPA basic skills and work experience program, she earned her GED and was placed in a full time sales position at a major local retail store. She is presently taking college courses in public relations and communications and hopes to get a public relations internship. Given Sarah's self-assurance and determination, no one doubts she will meet her goals.

■ Single parent **Michelle Benjamin** was receiving food stamps and working two jobs to provide for her three children. With the help of JTPA career exploration and job seeking, she now works as a quality control technician for a large electronics company. She is definitely on the path to success.

■ At the age of 21, **Donna DePriest**, had been on her own for four years but her limited skills kept her in low paying jobs. She enrolled in JTPA skill training courses in microcomputer operations and graduated with a 3.88 GPA and an excellent attendance record even though she had begun to care for her 14 year old brother during this time. Donna found employment as a billing clerk, but within a year was promoted to office clerk and transferred to the transportation company's headquarters. She now trains new employees. Through her hard work and positive attitude, Donna has a stable career with advancement opportunities. 

Overview of JTPA in Missouri

THE LEGISLATION

The Job Training Partnership Act (JTPA) of 1982 authorizes programs which prepare youth and unskilled adults for productive employment. It provides for training to help people with limited income or facing serious barriers to employment to obtain jobs. The Act also provides for employment and training services for permanently laid-off and older workers.

Title I

Title I provides authority and procedures for establishing advisory, policy making, and administrative entities required to carry out the provisions of the legislation.

Title II

Title II provides for the distribution of funds, authorized training activities for eligible youth and adults, and outlines uses of some state-administered funds.

Title III

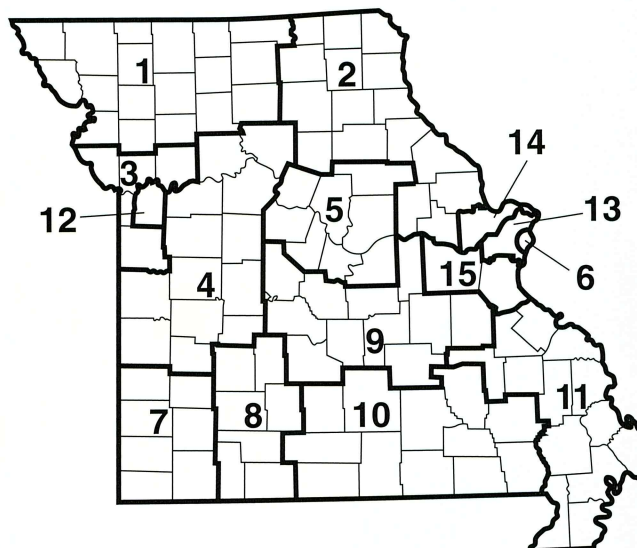
Title III provides guidelines for the state-administered Worker Reentry Program.

Title IV

Title IV provides guidelines for JTPA programs administered on the federal level.

Title V

Title V established employment- and training-related revisions to the Social Security Act and the Wagner-Peyser Act.



COUNTIES WITHIN SERVICE DELIVERY AREAS:

- SDA 1 Andrew, Atchison, Buchanan, Caldwell, Clinton, Daviess, DeKalb, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Mercer, Nodaway, Putnam, Sullivan, Worth
- SDA 2 Adair, Clark, Knox, Lewis, Lincoln, Macon, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Schuyler, Scotland, Shelby, Warren
- SDA 3 Cass, Clay, Kansas City, Platte, Ray
- SDA 4 Bates, Benton, Carroll, Cedar, Chariton, Henry, Hickory, Johnson, Lafayette, Pettis, St. Clair, Saline, Vernon
- SDA 5 Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, Osage
- SDA 6 St. Louis City
- SDA 7 Barry, Barton, Dade, Jasper, Lawrence, McDonald, Newton
- SDA 8 Christian, Dallas, Greene, Polk, Stone, Taney, Webster
- SDA 9 Camden, Crawford, Dent, Gasconade, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, Washington
- SDA 10 Butler, Carter, Douglas, Howell, Oregon, Ozark, Reynolds, Ripley, Shannon, Texas, Wayne, Wright
- SDA 11 Bollinger, Cape Girardeau, Dunklin, Iron, Madison, Mississippi, New Madrid, Pemiscot, Perry, Ste. Genevieve, St. Francois, Scott, Stoddard
- SDA 12 Jackson
- SDA 13 St. Louis
- SDA 14 St. Charles
- SDA 15 Franklin, Jefferson


HOW JTPA IS ADMINISTERED

The Act continues the federal government's commitment to provide assistance to targeted populations. It also increases state responsibility for the general administration of the programs, which are locally implemented.

The Missouri Training and Employment Council (MTEC) meets approximately four times each year to discuss job training, program coordination, service delivery, performance standards, and other employment and training issues.

The Council provides the Governor with policy advice to enhance the job development and training system. The Council has significant representation from the private sector, including its chair.

The Division of Job Development and Training administers JTPA and State funds to: 1) provide training for economically disadvantaged youth and adults; 2) establish worker reentry training designed to meet the needs of Missouri employees and employers in a technologically changing economy; 3) help train and find jobs for older workers; 4) provide customized training to meet needs of new and expanding employers; and 5) provide specialized training to potential school dropouts.

The Service Delivery Areas (SDAs) are 15 geographically defined areas in Missouri where JTPA services are available. Representatives of the private and public sectors serve on the Private Industry Councils (PICs). They are responsible for identifying the training needs and designing programs to meet those needs in the Service Delivery Areas. 

MISSOURI JTPA ADMINISTRATION

SDA	Private Industry Council Chairs	Chief Elected Official	Administrative Entity	Administrator
1	Darold Hughes	Honorable Dwaine Meservey	North Central Missouri College	Larry Markway
2	Kevin Flynn	Honorable Lewis Palmer	SDA II PIC, Inc.	Michael Shepard
3	A. Drue Jennings	Honorable Emanuel Cleaver	Full Employment Council, Inc.	Clyde McQueen
4	LaVelle Collins	Honorable James R. Newman	Western Missouri PIC, Inc.	Harlan McGinnis
5	Karla DeSpain	Honorable J. W. Toalson	Private Industry Council for SDA 5, Inc.	Jim Marcantonio
6	Karen Rigby	Hon. Freeman Bosley, Jr.	St. Louis Agency on Training & Employment	Valerie Russell
7	David Eden	Honorable Gary Frieden	SDA 7 Private Industry Council, Inc.	Marvin Parks
8	Ellis Shook	Honorable Mac McCartney	Job Council of the Ozarks	Chet Dixon
9	James R. Dickerson	Honorable Searles Anderson	Central Ozarks Private Industry Council	Janet Vaughn
10	Garland Barton	Honorable Betty Sue Crow	Ozark Action, Inc.	Patricia Lindeman
11	Randy Starkey	Honorable Karl J. Klaus	Southeast Missouri PIC	Mary McBride
12	James N. Hough	Honorable Ron Stewart	Full Employment Council, Inc.	Clyde McQueen
13	Richard J. Shea	Honorable Buzz Westfall	Dept of Human Services/Office of Emp & Trng	Wayne Flesch
14	Patricia Schacher	Honorable Eugene Schwendemann	St. Charles County Gov/Emp & Training Center	Marvin Freeman
15	John Rhodes	Honorable Tom Fenner Honorable Elizabeth Faulkenberry	Office of Job Trng Prog/ Jefferson-Franklin Counties, Inc.	Ronald Ravenscraft

JTPA Funding in Missouri

JTPA and other federal funding in Missouri

RESOURCES AVAILABLE, PROGRAM YEAR 1993

Title II—Training Services for the Disadvantaged

1. SDA Adult and Youth Programs	\$ 44,646,389
a. Regular Adult/Youth	\$ 28,232,988
b. Summer Youth	\$ 16,413,401
2. State-Administered Funds	\$ 9,118,919
a. Experienced Worker Program	\$ 1,290,344
b. Education Coordination	\$ 2,903,998
c. Program Administration	\$ 1,811,269
d. Incentive/Tech Assistance	\$ 3,113,308
i. Incentive	\$ 1,847,670
ii. Tech Assistance	\$ 1,265,638

Title III—Worker Reentry Programs

1. Title III-F - Economic Dislocation and Worker Adjustment Assistance	\$ 7,390,575
2. Title III-D - Special Initiative for Economic Dislocation and Worker Adjustment Assistance and Floods of 1993	\$ 25,147,284

Title IV-C

Veterans	\$ 148,000
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Title IV

Capacity - Building Challenge Grant	\$ 125,000
Computer Based Training Module Development	\$ 340,000

US Department of Health and Human Services

DFS JOBS/FUTURES	\$ 245,000
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US Department of Agriculture

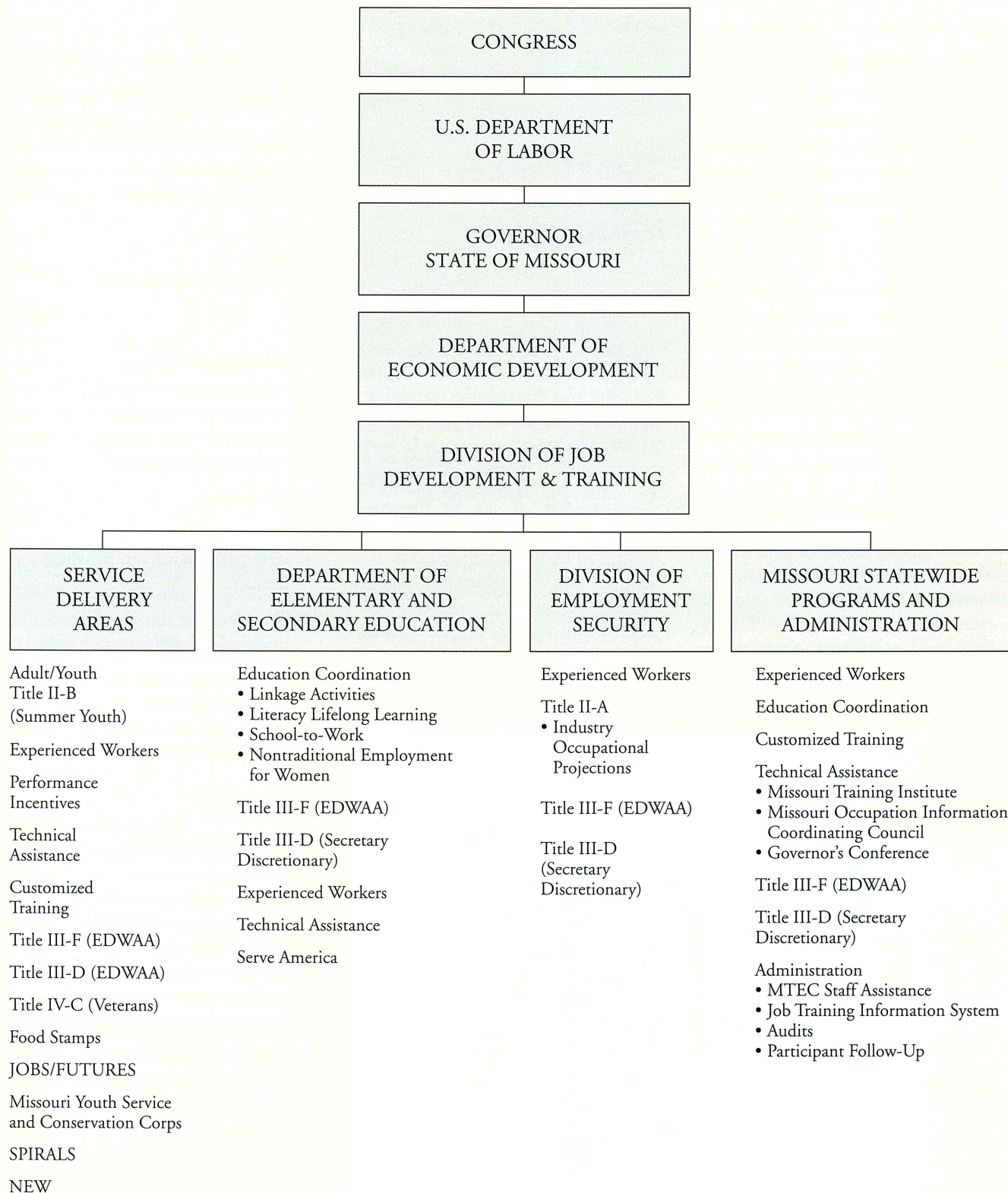
DFS Missouri Employment and Training Program	\$ 250,000
DFS Demonstration Grant	\$ 464,992
Serve America	\$ 429,897
Nontraditional Employment for Women (NEW) Grant	\$ 300,613
Spirals Program (Ford Foundation Grant)	\$ 20,000
Corporation for National and Community Service (Special Programs for Flood Relief)	\$ 400,000

TOTAL	\$89,026,669
Resources Available, Program Year 1993	

PROGRAM ALLOCATION BY SDA

SDA	Title II-A Including Incentive	Title II-C Including Incentive	Title II-B	Total
1	\$ 1,000,215	\$ 576,371	\$ 756,234	\$ 2,332,820
2	854,203	642,989	743,817	2,241,009
3	1,970,590	1,429,142	1,991,944	5,391,676
4	890,601	766,853	753,248	2,410,702
5	604,997	419,058	626,587	1,650,642
6	1,771,244	2,158,578	2,600,894	6,530,716
7	983,981	505,164	678,544	2,167,689
8	1,182,146	812,862	1,219,289	3,214,297
9	1,157,337	1,125,548	1,230,366	3,513,251
10	1,026,920	713,417	861,013	2,601,350
11	1,843,584	1,117,974	1,672,896	4,634,454
12	342,681	259,569	324,241	926,491
13	1,882,065	1,176,971	1,673,361	4,732,397
14	525,341	365,258	383,636	1,274,235
15	1,321,422	653,577	897,331	2,872,330
Total	\$17,357,327	\$12,723,331	\$16,413,401	\$46,494,059

JTPA FUNDING FLOW PY'93



JTPA Programs in Missouri

ADULT AND YOUTH TRAINING PROGRAM (TITLES II-A & II-C)

JTPA authorizes training activities designed to alleviate the specific employment problems of economically disadvantaged adults and youth served through both state and locally administered programs. The Division works with and allocates funds to 15 local SDAs which constitute the primary delivery units for local programs. A PIC and the Chief Elected Officials within each SDA then determine the types of programs to be offered and are responsible for day-to-day operations. The types of programs may include, but are not limited to: on-the-job training, classroom occupational skill training, job search assistance, customized and basic skills training and work experience. The Division monitors, evaluates, and provides technical assistance to the SDAs.

During PY'93, the JTPA program in Missouri served 7,081 adult and 4,542 youth participants; 4,795 adults and 3,074 youth completed the program, of which 2,139 adults and 1,301 youths were placed into employment.

CUSTOMIZED TRAINING PROGRAM

The Customized Training Program provides assistance to train eligible persons for newly created jobs with new and expanding employers. This program also helps retain existing Missouri jobs through the retraining of workers made necessary by new capital investments.

Customized training includes classroom training, on-the-job training, and task oriented training. It can be provided by a private institution, an area vocational/technical school, community college, college or an employer's own trainers when certified by the Department of Elementary and Secondary Education (DESE).

To provide flexible, employer-specific training, customized training draws state funding through the Missouri Job Development Fund (MJDF). Through MJDF, \$3,391,700 was available in PY'93.

In Program Year 1993

- Task Oriented Training (TOT) was provided to 24 companies.
- Through the MJDF, the Division helped train 3,159 Missourians for newly created jobs, and retrain 1,436 Missourians so they could retain their current employment.
- 619 unemployed and 162 part-time workers, 26% of whom had been laid off, were served primarily as OJT trainees.
- The Division funded 94 customized training projects with Missouri employers. MJDF funds were used exclusively for these projects.
- Twenty-seven thousand, six-hundred (27,600) participants were served by DESE in classroom skill training for 188 employers using funds earmarked for customized training.
- The Division and DESE jointly funded 15 projects to train 6,209 participants.
- Customized training provided assistance to a variety of industries, including electrical and electronic equipment manufacturers, communication, printers and publishers, business services, and food processors.
- The Division and the Department of Economic Development (DED) assisted 59 companies in locating to or expanding in Missouri, creating 8,818 new jobs.



EXPERIENCED WORKER PROGRAM (TITLE II-A 5%)

The Missouri Experienced Worker Program (EWP) provides training and job placement assistance to individuals age 55 and over who meet income eligibility criteria. Participants are often retired or semi-retired and need to supplement their income through full or part-time employment.

A major emphasis of the program is overcoming specific employment barriers which often prevent older individuals from finding jobs. State-wide, available services include job search assistance, part-time or full-time OJT, and referral to vocational training to acquire additional skills or refine existing skills.

In order to closely coordinate EWP services with those provided by the Missouri Division of Aging and Title V Senior Community Services Employment Program, the Division remains an active member of the Missouri Senior Employment Coordination Committee.

During PY'93, the program served 663 experienced workers. Of the participants who completed, 56% entered unsubsidized employment at an average wage of \$6.02.

The Hospitality Host component of the EWP is now operational in six SDAs. In PY'93 eight Hospitality Host classes were held, serving 58 participants with 40 entering employment and 19 performing Hospitality Host job duties. The average wage earned is \$5.47 per hour.

School-to-Work Transition Program

SDA	Site	Total Money	JTPA Money	Number Served
1	Bethany	\$ 158,301	\$ 33,810	52
2	Hannibal	105,500	44,000	46
4	Sedalia and Marshall	605,262	206,567	294
5	Jefferson City	168,432	71,608	37
7	Joplin	241,953	74,615	64
9	Rolla, Camdenton, Eldon	360,032	135,608	130
11	Cape Girardeau, Farmington	233,792	103,997	51
12	Independence	350,069	115,500	71
14	St. Charles	373,256	159,487	98
15	Washington (also serves SDAs 2/14)	278,301	114,703	99

SCHOOL-TO-WORK TRANSITION PROGRAM (TITLE II-A 8%)

Recognition that over half of the high school students do not continue their education after high school graduation provided the impetus to develop a flexible, alternative program initiative to combine school and work experience. The Division funded this program initiative through a contract with the Department of Elementary and Secondary Education. Projects offered school-to-work transition services to JTPA eligible youth.

Fifteen projects operated during PY'93 in ten SDAs. These projects continued to strengthen and enhance linkages with local education agencies, Administrative Entities, PICs, and SDAs.

The 1992 JTPA Amendments specify school-to-work as one of the training options under the Title II-A 8% set-aside funds. School-to-work initiatives established the groundwork for expanding this important concept.

SUMMER YOUTH PROGRAM (TITLE II-B)

The program offered to economically disadvantaged youth during the summer consists predominately of opportunities to gain work experience. However, there was a stronger emphasis on remedial and basic education in the summer of 1993. Nine thousand, seven hundred and thirty-one (9,731) youth were served.

The majority participated in some type of work experience, but 1,413 also participated in a remedial and basic education component. Eighty-six percent (86%) of the youth successfully completed the summer program.

JTPA Programs in Missouri

RAPID RESPONSE AND WORKER REENTRY PROGRAM (TITLE III)

Rapid Response and Worker Reentry Programs serve workers who are laid off because of business closures or cutbacks and are not likely to return to their previous industry or occupation. Rapid Response services begin with immediate contact of a company prior to lay off. Meetings are then scheduled with the company and its affected workers. At these meetings, state and local staff disseminate information regarding programs and services designed to lessen the impact of a layoff and help return the affected workers to productive employment. Other agencies which assist JDT staff in Rapid Response may include DED, Division of Employment Security, University of Missouri Extension, AFL-CIO State Labor Council, and local Worker Reentry Program Operators.

Worker Reentry Program (WRP) services include assessment and testing, job clubs, counseling and other supportive services, classroom occupational and on-the-job training.

In Program Year 1993

- The Division, through its 15 substate grantees, served more than 5,062 laid-off workers in WRP.
- \$4,264,973 of the available state Title III formula funds helped laid-off workers reenter the work force.
- 70% of laid-off workers completing the program secured employment at an average hourly wage of \$8.54.



- \$12,040,893 in additional Title III discretionary funds were expended to serve 4,265 workers laid off at McDonnell Douglas in St. Louis, Zenith in Springfield, Sears in Kansas City, General Motors in St. Louis and St. Charles, Churchill Trucks in Chillicothe, Thomas Hill Mine in Moberly, and Sherwood Medical and Monfort Pork in St. Joseph.
- Approximately \$1,234,935 in EDWAA 40% funds were used to enroll 2,645 laid-off workers in vocational training and education classes.

MISSOURI YOUTH SERVICE AND CONSERVATION CORPS

The Missouri Youth Service and Conservation Corps (MYSCC) continued at 24 projects.

The Division of Job Development and Training administers MYSCC, with local delivery provided through eligible project sponsors including the AEs. During PY'93, funding was provided through local JTPA funds, state discretionary grants, private contributions, and contributions from other state agencies. Project sponsors design MYSCC activities to meet a specific community need. The activities run the gamut from:

- repair, restoration, and maintenance of public facilities and amenities;
- assistance with organization and delivery of education and health services;
- soil conservation and rehabilitation of wildlife habitats;
- assistance to the needy and home bound; and
- sandbagging during the flood.

In PY'93, 116 young Missourians were enrolled as MYSCC members. Participants combined work experience with, when necessary, either remedial education or preparatory study for GED certification.

MISSOURI VETERANS PREFERENCE LAW

The Missouri Veterans Preference Law (RSMo 285.235 and 285.237) requires that any federally funded employment and training program include a priority system when providing services to veterans. The legislation further states that qualified applicants shall be referred to job openings and training opportunities in the following priority:

1. Special disabled veterans;
2. Target-specific veterans;
3. All other veterans;
4. Other eligible persons; and
5. Nonveterans.

For PY'93, the chart to the right is a breakdown of veterans and other eligible persons served by the Division of Job Development and Training in all of its fully or partially federally funded programs.

MISSOURI VETERANS PROGRAM

The focus of the Missouri Veterans Program is to provide services to veterans with serious barriers to re-employment. Participants are offered an intensive case management approach which focuses on a comprehensive provision of services. These include career interest assessment, counseling, and supportive services which enable the hard-to-serve veteran to transition into on-the-job training and classroom-occupational training, and then unsubsidized employment. The federal Title IV-C funds are matched by the Private Industry Councils in Service Delivery Areas 3 and 12, 6, and 13.

Eligible veterans are: 1) disabled; 2) Vietnam era; 3) recently separated; and 4) minorities, including the homeless.

In PY'93, the Title IV-C grant was \$148,000 with \$160,000 local matching funds. With these funds, 91 new participants were served at an 86% employment rate. The average wage was \$5.59 per hour.

MANDATORY EMPLOYMENT AND TRAINING PROGRAMS

Through a contractual agreement with the Missouri Division of Family Services (DFS), U.S. Department of Agriculture (USDA) funds are provided to enhance accessibility to employment and training services for Mandatory Employment and Training Program (METP) eligible Food Stamp recipients. Services range from on-the-job training, classroom-occupational training, work experience, and job search assistance.

During PY'93, DFS provided \$250,000 to expanded employment and training services to METP clients. The minimum performance expectation was a statewide enrollment of 1,000. Seven SDAs participated to provide both rural and metropolitan coverage.

	Special Disabled	Targeted-Specific	All Other Veterans	Other Eligibles	Non-veterans
Total Participants	11	1,183	1,629	38	20,732
Total Terminations	10	827	1,154	23	14,643
Entered Unsubsidized Empl	4	437	622	11	6,294
Total Activities*	20	1,301	1,956	49	26,824
Classroom-Occupation Trng	2	159	234	7	3,680
On-the-Job Training	0	63	137	4	887
Other Educational Trng	3	34	50	1	2,304
Job Search Activities	0	117	153	5	1,520
Work Experience	0	2	9	1	985
Other	15	926	1,373	31	17,448

* The same veteran or eligible person may be enrolled in more than one activity.

JTPA Programs in Missouri

A pilot program for METP eligible Food Stamp recipients, using an intensive case management model, was also funded as a demonstration grant by USDA. The METP pilot features service to clientele by maintaining an average case load for each case manager averaging 35. This low per client ratio permits the case manager to focus attention on helping the participant overcome barriers to unsubsidized employment.

During PY'93, funding allowed for implementation of pilot programs in two Service Delivery Areas (SDAs 11 and 14). Over the next four years of the demonstration grant, the METP pilot program will expand statewide.

FUTURES

The Job Opportunities and Basic Skills (JOBS) training program, known in Missouri as FUTURES, is a state administered program to help Aid to Families with Dependent Children (AFDC) recipients prepare for employment and self-sufficiency.

The FUTURES program is administered by the Department of Social Services, Division of Family Services (DFS). The State's Departments of Social Services, Labor and Industrial Relations, Elementary and Secondary Education, and Economic Development are charged with avoiding duplication, with making the best use of existing systems, and with using general revenue to maximize the flow of federal dollars to Missouri for the FUTURES program.

The Division of Job Development and Training provides participant services, particularly occupational skill training and on-the-job training, to help aid AFDC participants achieve their goals.

In PY'93, 791 FUTURES participants received JTPA services. This includes clients whose occupational skill training was funded with FUTURES funds through a joint contract between DFS and DESE, with JDT receiving FUTURES funds to support the local and state administrative costs associated with this training.

MISSOURI TRAINING INSTITUTE

Job Training Professional Development

The Missouri Training Institute (MTI) is JTPA-funded through a contract with the Missouri Division of Job Development and Training. A part of the University of Missouri-Columbia College of Business and Public Administration and the University Extension Division, MTI provides training for job training professionals.

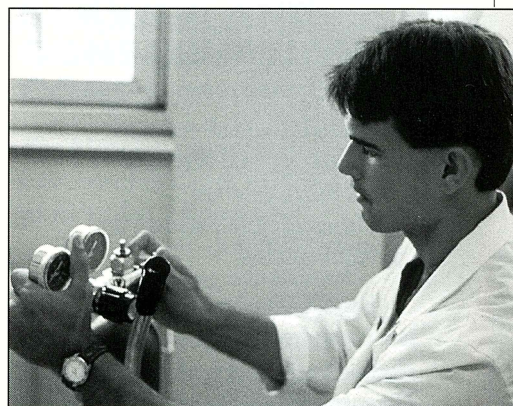
Annually, a needs assessment of the Missouri job training system is conducted to ensure the professional development activities reflect the needs. The four major services provided by MTI are:

■ **Professional Development Training:** Over 1,600 participants attended training in job development, employment counseling, case management, supervision, JTPA administration, and marketing. Videotape training packages are available in the areas of counseling, employability skills, and customized training. Training is offered statewide or tailored to an SDA's specific needs.

■ **The Staff Development Resource Center (SDRC)** services include: Trainer reference services; InfoShare sessions to help system members share and learn from each other; Resource Library for videos, books, and other material on job and staff development issues; and a "Directory of the Missouri Job Training System" listing people and organizations involved in job training.

■ **Orientation Training:** Video and guide entitled "Missouri At Work" is available to all staff and volunteers in the Missouri job training system along with staff assistance for designing and conducting orientation sessions.

■ **Annual Governor's Job Training Conference:** MTI coordinated the Annual Job Training Conference sponsored by the Governor and the MTEC. In PY'93, over 900 PIC members, staff, and other individuals involved in job training attended the conference. More than 70 speakers conducted 40 workshops on policy, management, administrative, and programmatic issues. ↑↑



SDA Highlights



YOUTH EXPLORE OPPORTUNITIES

Participants enrolled in the Summer Youth Employment Program through Ozark Action, Inc. (SDA 10) learned while they earned. A cooperative effort between SDA 10, the Private Industry Council, local businesses and the Mountain Grove Vocational Training School, created the successful Vocational Education Exploration Program, VEEP for short.

VEEP provided classroom training and worksite placement in a non-profit organization in four areas of study - Business; Basic Electrical; Health Careers; and Marketing.

Participants created a newsletter and spotted employment trends in business; earned a CPR certificate in health; learned to determine a product's retail cost in marketing and built their own radio speaker in basic electronics.

A curriculum-related field trip was scheduled each week with area businesses to further link the classroom experiences with the world of work.

While the 91% success rate of the VEEP pilot program is a source of pride for all involved, being featured in the local newspaper was an added highlight for the VEEP participants.

FLOOD RECOVERY

The Community Recovery Employment Program (CREP) has played a major role in flood recovery in the sixteen northeast counties that is Service Delivery Area 2. Eight of the sixteen counties received heavy flood damage and all sixteen counties were declared Federal Disaster Areas.

The SDA 2 Private Industry Council in cooperation with the Northeast Regional Planning Commission, Gamm Inc., and Boonslick Regional Planning Commission operated the CREP program. The \$3 million in funds provided temporary employment for 424 participants and assisted 68 public and private not-for-profit agencies with flood recovery efforts. For many, the CREP Program was their only source of income and federally provided trailers their only shelter. Most worked within their own communities with the flood cleanup and recovery.

The program participants have cleared debris from over 150 miles of levee, have assisted 13 cities with flood recovery, and are currently demolishing 631 condemned structures. Due to the heavy damage suffered in the 16 counties, the program has been extended into PY'94 and additional funds have been awarded.

PARTNERSHIPS FOR SPECIAL NEEDS YOUTH

The Western Missouri Private Industry Council, Inc., (SDA 4) piloted a new Title II-B venture at the Missouri State Fair grounds in cooperation with the Fair Director and the Sedalia Cooperative Workshops, Inc.

This pilot project was specifically designed to meet the needs of in-school developmentally disabled youth. They experienced the world of work, developed basic work maturity skills, enhanced confidence and self-worth, developed citizenship skills, and contributed to their communities through work. Without this opportunity, these youth may have had a difficult time finding a place in tomorrow's society and work environment. But with the experience, work ethics, and self-esteem each gained through project participation, they have the drive and enthusiasm to expand their horizons and set higher goals for themselves.

The successes of this project and its participants sparked many creative ideas and the SDA is looking forward to more participation with local education to develop a year-round program.

SDA Highlights

EMPLOYERS MAKE FLOOD RECOVERY SUCCEED

Over thirty five employers provided flood relief assistance and property recovery in central Missouri (SDA 5) through the Title III Community Recovery Employment Program. Two examples illustrate the variety of services.

The South Howard County Flood Relief Center opened its doors on July 4, 1993, for both Cooper and Howard County residents affected by the flood. The center provided meals, clothing, cleaning supplies, referrals to other services, and recovery work teams. Even though the center workers were themselves affected by the flood, they compassionately helped others.

The Boone County Public Works Department employed seventeen dislocated workers for various county flood recovery projects. These included everything from clearing flood debris, to helping small communities rebuild levees and restore damaged retaining walls and low water crossings. The dislocated workers logged over 10,000 hours in the restoration of public property that could not have been completed as quickly without their help.

SUMMER ACADEMIC ENRICHMENT

The Summer Youth Program in Jefferson and Franklin Counties (SDA 15) was a success. In addition to work experience, youth, ages 14-21, attended academic enrichment classes at several of the areas' community colleges and high schools.

This enriched instruction provided information to improve individual skills in the workplace. Instructors integrated reading and math skills with money and career issues, home planning, and independent living skills.

Guest speakers from local businesses and field trips to banks, stores, and local airports provided additional experiences that enhanced the learning process.

SDA 15's summer academic enrichment program promotes a learning environment through a variety of opportunities not offered in the traditional classroom.

TOGETHER IS BETTER

The St. Charles County Government Employment and Training Center (SDA 14) is ahead of the nation's goal of program integration. In April the SDA moved into its new Center which houses representatives from: JTPA Title II Programs, the Title III Worker Reentry Programs, Employment Security, Division of Family Services Income Maintenance, and FUTURES.

During PY'93, the SDA and its co-located partners began work on the logistics involved in co-location: shared information, varying program eligibility requirements, and management of outstationed staff.

Key to the successes experienced at the ETC are:

- 1) Commitment to a common goal - each agency involved believed in the mission of becoming the employment and training experts for the community by providing better service;
- 2) Ongoing communication - talking out problems, sharing information, knowledge and experiences;


3) Respect - mutual understanding of program limitations, willingness to listen to another agencies point of view;

4) Empowerment - allowing each agency to have a voice in the operation of the center.

Goals for PY'94 include implementation of an automated case management system and development of a common intake form. Together will be better.

A WORK-BASED LEARNING MODEL

Job Council of the Ozarks (SDA 8) tried a new design in Summer Youth programs. Academic enrichment was integrated into the traditional work experience component, the intent was for thinking, personal and basic quality skills to be delivered in a work-based training situation. Using the SCANS competencies, a job task analysis was completed for every job site on every job classification. All 502 youth were assessed and expected to do each task at 100% proficiency at least 80% of the time to gain competency.

The most important program goal was for the youth to understand the connection between work, school, career, and learning. Each kept a portfolio illustrating achievements in work, school, and community activities, while also charting future goals. Additionally, many discovered learning can be fun, is a life-long process and their future options are endless. 

Statistical Profile of Program Performance

PERFORMANCE MEASUREMENT IN MISSOURI

In PY'93 all Title II adult and youth and Title III performance standards established for JTPA by the Department of Labor (DOL) were exceeded.



Title II Performance vs. Standards

Performance Measure	Performance Standard	Actual Performance
ADULTS		
Follow-Up Weekly Earnings	\$229	\$238
Follow-Up Welfare Weekly Earnings	\$216	\$221
Follow-Up Welfare Employment Rate	43%	54%
Follow-Up Employment Rate	58%	65%
YOUTH		
Entered Employment Rate	45%	50%
Employability Enhancement Rate	32%	58%

Title III Performance vs. Standards

Performance Measure	Performance Standard	Actual Performance
Entered Employment Rate	64%	73%
Average Wage at Placement	\$8.18/hr.	\$8.61/hr.

CHARACTERISTICS OF JTPA PARTICIPANTS

A typical Title II adult participant for Program Year 1993 is white (75%), between the ages of 22 and 54 (89%) and has a high school education or equivalent (79%). This program year, 66% of the participants were female.

"Employment Status" (page 19) is defined at the time of application to JTPA. Statistics show 83% of the participants served were either unemployed (62%) or not actively seeking employment (21%) at the time of enrollment into JTPA.

The "Placement" statistics show 82% of all adult terminees who found jobs were unemployed or not in the labor force prior to JTPA.

The "Other" characteristics show the service level (participants) and placement (terminees) statistics for some of the special target populations under JTPA, including Food Stamp recipients (62%), single parents (42%), AFDC recipients (32%), disabled (7%), and offenders (13%).

The typical Title II youth participant for PY'93 is evenly divided by gender, white (69%) but a greater percentage of minority youth (31%) were served than minority adults. While youthful high school

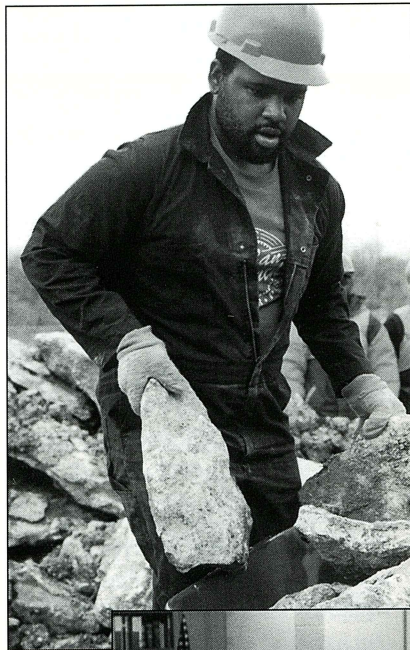
dropouts served is only slightly larger than high school graduates or above, it is significant to note that the Missouri service level of 38% exceeds the national average for JTPA services to dropouts. The placement statistic shows 85% of all youth terminees who found jobs were unemployed or not in the labor force prior to JTPA.

The "Other" characteristics show similar distributions for youth participants as they did for the adults, for disabled (7%) and offenders (12%), but significantly less for Food Stamp recipients (42%), single parents (19%), and AFDC recipients (25%).

Statistical Profile of Program Performance

SERVICES PROVIDED TO JTPA PARTICIPANTS

Program Year 1993



Adults

Service Provided	Number Served
A. Classroom-Occupational Training	5,744
B. On-the-Job Training	1,282
C. Basic Educational Skills	1,534
D. Job Search Activities	2,814
E. Work Experience	279
F. Other Services (Vocational Exploration, Assessment, Orientation, Transitional, Placement)	21,130

Youth

Service Provided	Number Served
A. Classroom-Occupational Training	1,257
B. On-the-Job Training	272
C. Educational Skills	4,039
D. Job Search Activities	153
E. Work Experience	8,394
F. Other Services (Vocational Exploration, Supportive, Orientation, Transitional, Placement)	13,984



TITLES II-A AND II-C PARTICIPANTS

Characteristics	<i>Adult</i>		<i>Youth</i>	
	Participant	Placement	Participant	Placement
Gender				
Female	5463 (66%)	1488 (58%)	2553 (50%)	587 (46%)
Male	2789 (34%)	1056 (42%)	2588 (50%)	696 (54%)
Education				
H.S. Dropout	1677 (20%)	519 (20%)	1946 (38%)	522 (41%)
H.S. Student	65 (1%)	13 (1%)	1923 (37%)	325 (25%)
H.S. Graduate (and above)	6510 (79%)	2012 (79%)	1272 (24%)	436 (34%)
Age				
14–21	*163 (2%)	50 (2%)	5140 (100%)	1283 (100%)
22–54	7352 (89%)	2194 (86%)		
55 and over	737 (9%)	303 (12%)		
Employment Status				
Unemployed	5091 (62%)	1667 (66%)	2207 (43%)	615 (48%)
Not in Labor Force	1766 (21%)	412 (16%)	2275 (44%)	478 (37%)
Employed	1393 (17%)	464 (18%)	637 (12%)	189 (15%)
Ethnic Group				
White	6183 (75%)	1878 (74%)	3559 (69%)	884 (69%)
Black	1888 (23%)	611 (24%)	1497 (29%)	375 (29%)
Hispanic	77 (1%)	18 (1%)	53 (1%)	13 (1%)
Others	104 (2%)	37 (2%)	32 (1%)	11 (1%)
Other**				
Food Stamp	5085 (62%)	1284 (50%)	2143 (42%)	482 (38%)
Single Parent	3419 (42%)	846 (33%)	972 (19%)	254 (20%)
AFDC	2657 (32%)	558 (22%)	1292 (25%)	274 (21%)
Disabled	616 (7%)	222 (9%)	371 (7%)	111 (9%)
Offender	1052 (13%)	298 (11%)	634 (12%)	150 (12%)

* Grandparented from PY'92

** Note participants may fall into more than one category, resulting in % unequal to 100%.

Statistical Profile of Program Performance

FOLLOW-UP

The JTPA 13 week post-program follow-up has been in operation for seven years. Operations are housed at JDT, while data processing support is provided by the Department of Economic Development.

The telephone follow-up contacts are made on a random sample of adult participants 13 weeks after termination from their Title II or Title III funded JTPA program. The follow-up system is designed to provide information useful in evaluating the effectiveness of JTPA programs. The system also asks the participant to evaluate the services and training received.

Follow-up continues to be one of the tools used to measure SDA performance. Program Year 1993 performance standards for Title II-A adults consisted only of four follow-up measures. They are: weekly earnings, entered employment rate, weekly earnings for welfare recipients, and entered employment rate for welfare recipients.

Note - Not all participants included in randomly selected follow-up sample.

Results From The Telephone Survey

<i>Item</i>	<i>Total</i>	<i>Percent</i>
Total Surveyed:	2,118	
Worked 13th Week:	1,488	70.2%
Did Not Work 13th Week:	630	29.7%
Quality of Service		
Excellent:	1,251	59.1%
Good:	665	31.4%
Fair:	133	6.3%
Quality of Training		
Excellent:	912	43.1%
Good:	756	35.7%
Fair:	188	8.9%
Current Status		
Employed Part-Time:	317	15.0%
Employed Full-Time:	1,197	56.5%

(Combined figures for Title III FF and Title II-A 77%)



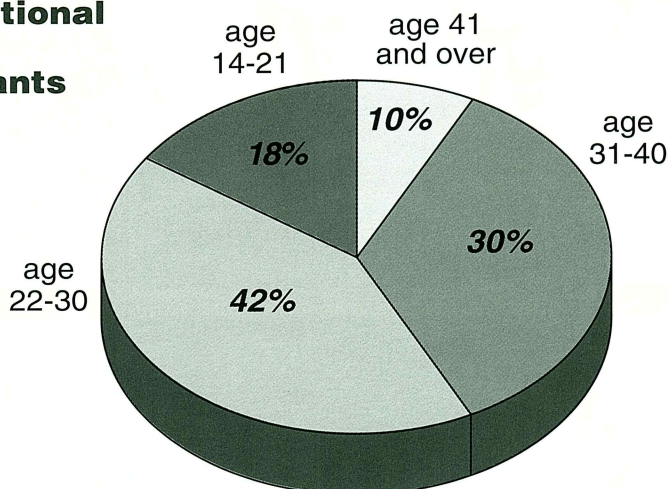
NON-TRADITIONAL EMPLOYMENT FOR WOMEN

The JTPA requires special targeting to provide for wider opportunities to train and retain women in nontraditional fields and to maximize the effectiveness of resources under JTPA and the Carl Perkins Act to train and place women in nontraditional employment.

The Division worked with the Missouri Women's Council to implement programs in coordination with the PICs.

In PY'93, 191 women participated in training in non-traditional occupations using Title II funds. Seventy-two percent (72%) of the women were between the ages of 22 and 40, and 14% were from minorities. By the end of PY'93, 114 had terminated to employment in a training related field. The wages at employment ranged from \$4.25 to \$24.00 per hour for an average of \$7.47 per hour. ↑↑

Nontraditional Training Participants by Age



Nontraditional Training by Occupation Job Title Categories	Number of Individuals
Production & Construction	37%
Machinists & Transportation	13%
Professional and Technical	13%
Sales & Marketing	10%
Service	8%
Educators, Arts & Health Related	7%
Managerial and Administrative	6%
Clerical & Administrative Support	3%
Agriculture	2%

Terminated to Employment

Job Title Categories	Number of Individuals	Placement Wage	Retained 13th Week*
Managerial and Administrative	1	\$7.50	0
Professional and Technical	5	\$4.25 - \$9.27	1
Educators, Arts & Health Related	3	\$7.00 - \$9.25	1
Sales & Marketing	2	\$4.25 - \$4.50	0
Clerical & Administrative Support	11	\$5.00 - \$8.00	1
Service	12	\$4.35 - \$10.00	1
Agriculture	4	\$5.00 - \$9.00	0
Production & Construction	22	\$4.25 - \$12.00	4
Machinists & Transportation	54	\$4.25 - \$24.00	11

*Note - Not all participants included in randomly selected follow-up sample.

Governor's Awards

WHAT THE AWARDS ARE

On October 27, 1994, the Governor's Awards for Excellence were presented at the Missouri Training and Employment Council's Annual Conference, recognizing outstanding performance in job training during PY'93.

Private Industry Council Member of the Year

Winner

Mae Grant, Private Industry Council - SDA 15

Mae Grant served on SDA 15's Private Industry Council since its inception. Through Mae's involvement, the PIC has exceeded its performance standards for nine consecutive years. She is a strong supporter of the Governor's Coordination Criteria and helped bring over six organizations together to collectively promote several employment and training programs. She exemplifies true leadership which benefits the community.

Special Populations and Innovative Programs

Co-Winners

Partners in Action Project - SDA 3

Missouri Youth Service/Youth Empowerment Through Community Service Program - SDA 4

The Kansas City School District in SDA 3 provided 90 hours of basic skills training and 85 hours of work experience at the Kansas City Zoo for approximately 60 youth. This hands-on training opportunity incorporated animal and environmental awareness, basic skills in blueprint reading and world of work skills.

In SDA 4, 90 high risk, unemployed youth with multiple barriers participated in highly structured work environments in which they earned diplomas, wages, respect, and positive recognition.

Approximately 34 groups and agencies contributed or directly participated in this innovative program. The Missouri Youth Service and Conservation Corps/Youth Empowerment Through Community Service Program has opened opportunity's door for many at-risk youth.

Excellence in Program Performance in Title II-A (Adult), Title II-B (Summer Youth) and Title II-C (Youth)

Winner

The Central Ozarks Private Industry Council - SDA 9

SDA 9 swept the Titles II-A, II-B & II-C program performance categories. Its Title II-A performance exceeded the entered employment rate by 17% while serving 15% more clients than planned. The average wage of Title II-A participants exceeded the weekly earning goals by over \$44.00, even though the majority of their participants entered fields in which they had no prior experience.

In Title II-B performance, approximately 90% of the summer youth students in the Remedial Education Program received high school credits. This enabled many students to graduate or reach their expected grade level. Students were also offered job shadowing and awareness opportunities.

The Title II-C program performance was also outstanding. Employability enhancement goals were surpassed by 61% while serving 72 more participants. SDA 9 worked aggressively to develop programs to better the status and employment levels of Title II-C participants, 98% of whom were economically disadvantaged.



Outstanding Dedication and Service by Local Elected Official

Winner

Emmanuel Cleaver, Mayor of
Kansas City - SDA 3

Mayor Emmanuel Cleaver has been a bridge builder between JTPA programs, private sector employers, local government, and community organizations. He has placed the Full Employment Council in a position to positively impact local citizens in need of employment and training assistance.

The Mayor's utilization of the Full Employment Council's employment and training programs helped Kansas City win national recognition as an "All American City." He has proven what an integral part of the job training partnership elected officials can be.



Outstanding Private Industry Council

Winner

Private Industry Council -
SDA 2

The SDA 2 Private Industry Council (PIC) has provided direction and oversight necessary to achieve outstanding performance.

SDA 2 PIC is known for its highly involved members and recorded full attendance at ten of its PY'93 meetings. The PIC members optimistically look to the future fully believing that planning done in 1993 will result in quality service to its customers and even higher future performance.



Outstanding Worker Reentry Program

Winner

St. Charles County Government Employment and Training Center and St. Charles County Community College - SDA 14

The St. Charles County Government Employment and Training Center and St. Charles County Community College jointly administered the Worker Reentry Program (WRP).

The program, once again, provided quality customer service by providing a variety of services to meet the special needs of a diverse population of dislocated workers. New services, including evening hours, an individual image workshop, and a mid-life career reentry workshop were added to the comprehensive job search program.

In PY'93, the St. Charles County Worker Reentry Program held its first Job Fair which connected 700 job seekers to 50 employers. The Job Fair involved the coordination and cooperation of several employment and training agencies within SDA 14 and again provided outstanding service to the area's laid-off workers.

Outstanding Experienced Worker Program

Winner

Missouri Division of Employment Security's Experienced Worker Project - SDA 3

The Missouri Division of Employment Security has operated an experienced worker program for ten years. While the program performed well, Barbara Nelson knew many experienced workers did not have the basic skills required to keep a job, but were hesitant to return to school.

Governor's Awards

To solve this problem, two hours of adult basic education were added to the daily job seeking training. In its first year, of the 49 participants in the adult basic education, three received their GED and 48 became employed. One-third of those employed continue to attend basic education. With an entered employment rate over 93%, this project is making a difference!

Excellence in Customized Training

Winner

Western Missouri Private
Industry Council - SDA 4

Spanning 13 counties, SDA 4 collaborates with 17 agencies to make its customized training effective. The customized training coordinator works with the Department of Economic Development and the Division of Job Development and Training to help new businesses expand and develop training programs to meet their needs.

During PY'93, SDA 4's customized training contracts helped train over 3500 citizens who worked in its 13 counties. In addition to the traditional OJT and skill training contracts, nine companies participated in task oriented training resulting in 109 separate task analyses. It's efforts also helped recruit several large out-of-state companies to expand into the SDA.

Excellence in Performance

Winner

The Central Ozarks Private
Industry Council - SDA 9

During PY'93, SDA 9 surpassed all six performance standards by an average of 46%. Contributing to this success is a strong area wide team effort, extensive PIC involvement and quality customer service.



Excellence in Service to School Dropouts

Winner

St. Louis County Government,
Department of Human
Services, Office of Employ-
ment and Training - SDA 13

School dropouts have long been a target group in employment and training programs and especially in SDA 13. One in every four served by SDA 13 is a school dropout.

SDA 13 in conjunction with St. Louis County Youth Programs, Productive Futures, and the Special School District provide a broad range of programs focusing on returning a youthful participant to school or finding employment. Serving school dropouts through effective program design has become a trade mark of this SDA.

Excellence in Service to Welfare Recipients

Winner

St. Charles County Govern-
ment Employment and
Training Center - SDA 14

SDA 14 believes its success in serving welfare recipients by 33% above its goal can be attributed to co-location with DFS Income Maintenance and Futures staff. The close proximity allowed ongoing communication and participation in each others activities. This participation provided comprehensive, but not duplicate services to the mutual participants. The interaction between staff not only increased service to welfare recipients, but also resulted in better use of JTPA supportive service dollars and higher earnings for participants.



Governor's Special Award for Special Populations and Innovative Program

Winner

Project CREW - SDA 8

Construction Readiness Education for Women, (CREW), was a pilot project of Heart of the Ozarks Technical Community College and Job Council of the Ozarks; funded through the Missouri Women's Council.

In PY'93, the project was highly successful with 16 students participating in classroom training, adult basic education, physical conditioning, and on-the-job training in the construction industry. It built self-esteem, increased confidence, imparted new skills, raised math levels, and assisted women in finding employment. It also received community support. The project was so successful, the Missouri Women's Council decided to fund it again in PY'94.

Governor's Special Award for Leadership and Promotion of PIC and Job Training Programs

Winner

Jim Dickerson - SDA 9

Jim Dickerson is Chairman of the Central Ozarks Private Industry Council (SDA 9). During PY'93, Jim participated in 39 external capacity building activities keeping himself fully abreast of current issues in job training.



Jim is also recognized at the state and national levels. He is currently president of the Missouri Organization of Private Industry Council Chairs as well as a recently elected member of the Board of Directors for the National Association of Private Industry Councils.

Under Jim's leadership, SDA 9 has gone from 14th to the top performing SDA in the state. He continues to challenge other PIC members to become more active and a true partner in the job training and employment system. 🤝



MTEC Summary and Recommendations



MISSOURI TRAINING AND EMPLOYMENT COUNCIL Program Year 1993

Activities Summary/ Recommendations/Action

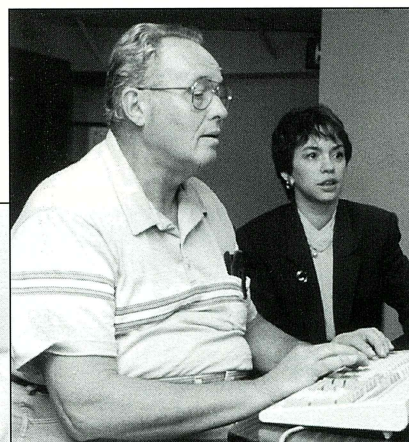
A number of significant programs, plans and events were initiated by the Missouri Training and Employment Council(MTEC) through its job training and policy advisory roles including:

- Sponsorship of the Governor's annual job training conference, featuring a variety of speakers and workshops;
- Adoption of the plan developed by the Task Force for Work Force Preparation in Missouri and submission of the plan to the Governor;
- Presentations at each meeting by JTPA service providers and participants to showcase activities and services such as non-traditional women program, flood recovery, and coordination.

Coordinated Service Delivery/Action

MTEC initiated these actions through JDT:

- 1) Encouraged continued inter-agency collaboration in the expansion of the school-to-work initiative and the one-stop shop concept.
- 2) Provided technical assistance through JDT for SDAs in the implementation of the amendments to JTPA.
- 3) Directed the provision of continued technical assistance and oversight of the implementation of local job training plans and policies. ↑↑



MTEC Membership

BUSINESS

Chair

Terrence R. Ward
Assistant to the Chairman
H & R Block

Vice-Chair

Milton J. Bischof, Jr.
St. Louis

Robert E. Bell
President
Robert E. Bell Associates

Fred Grayson
Personnel Manager
Briggs & Stratton Corp.

Bill House, Jr.
President
House Construction Co., Inc.

Karen L. Pletz
Senior Vice-President
Central Trust Bank

Janice C. Schuerman
Vice-President of Corporate
and Member Services
MFA, Inc.

Kathleen Whyte
Senior Retail Trainer
Hallmark Marketing
Corporation

LOCAL GOVERNMENT

Dennis G. Coleman
Executive Director
St. Louis County Economic
Council

Betty Gregoire
Assessor
Platte County

GENERAL PUBLIC

Edna Freeman
St. Charles

Dr. William J. Mann
Kansas City

Jack McBride
Fulton

LOCAL EDUCATION

Dr. Marvin R. Fielding
President
State Fair Community College

James M. Orr
Assistant Director
Graff Career Center

COMMUNITY- BASED ORGANIZATIONS

George Eberle, Jr.
President
Grace Hill

Doris J. Jones
Vice-President of Community
Programs
Urban League of Metropolitan
St. Louis

LABOR

Michael L. Fisher
President
Heart of American Labor
Council

Robert L. Fowler
Pipefitters

Daniel J. "Duke" McVey
President
Missouri State Labor Council

Robert A. Steinke
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Acknowledgements

A special thank you to all who contributed their time and insights into the development of this report. Thanks to the Service Delivery Area Directors and their staffs for concisely highlighting the achievements of their programs and participants. Thanks also to the photographers and those photographed who enabled us to illustrate the JTPA process.



Produced by
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